

The Arc of Quinebaug Valley and Lowe's Distribution Center Outreach Program

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IPE Service Name: “Lowes ISTPP”

Program Highlights:

- Full-time and part-time positions available.
- Warehouse work – heavy lifting, standing, carrying, and walking for entire shift.
- Four- week unpaid training that runs Monday through Thursday 8:30am to 12:30pm (evaluation done at end of two weeks, may be able to skip to temporary status).
- After graduation from training portion, move into temporary phase. Paid \$10 per hour by The Arc while being trained on the job. Temporary phase is 45 days for full-time employees; part-timers are given longer. At the end of temporary phase, consumer must meet 100% production on a consistent basis.
- Upon successful completion of the temporary phase, hired onto Lowe's payroll as a “seasonal” employee (what all employees are called during their 90 day probationary period). Pay rate is \$12.50 per hour and bonuses can be earned each month. At the end of the 90 days, consumers who work full-time will be eligible for health insurance and earned time off and will be considered permanent employees. Part-time employees may be eligible for benefits; please ask BRS contact.
- Job coaches are on-site during work hours. During the unpaid training phase, coaches assist with learning the best methods of Lowe's safety rules and soft skills needed to be successful. During the temporary phase, coaches work closely with each consumer to assist them to learn the job tasks on a one-to-one basis. After consumer is added to Lowe's payroll, coaching fades to check- ins, but a coach is in the building and available, if needed.
- All consumers start off in either the shipping or pallet strip departments. This is determined by their interest and how they do in the unpaid training portion. After being trained in one area, consumers have the ability to train to work in other areas if interested. This includes equipment. No one is allowed to work on equipment (forklifts) regardless of past experience until they are added to Lowe's payroll.
- Transportation is always an on-going issue. If there is a definite need for individuals to have transportation from a central location for the unpaid training portion, this can be discussed and worked out. After the unpaid training portion, The Arc can assist with setting up an Easy Street van. The Arc cannot provide long-term transportation at this time.
- New training groups will start every 3-4 months.

Facts of Program:

- Employees are eligible to receive bonus money each month for doing above production requirements.
- Lowe's has very strict safety and attendance rules. Consumers must be able to abide by these rules to be successful.
- No consumer can be considered for the outreach program without first attending a tour of the facility.
- A drug test and background criminal check is required.

*IPE – Individual Plan for Employment